



Limited Duty Officer Chief Warrant Officer Applicant Brief 2012





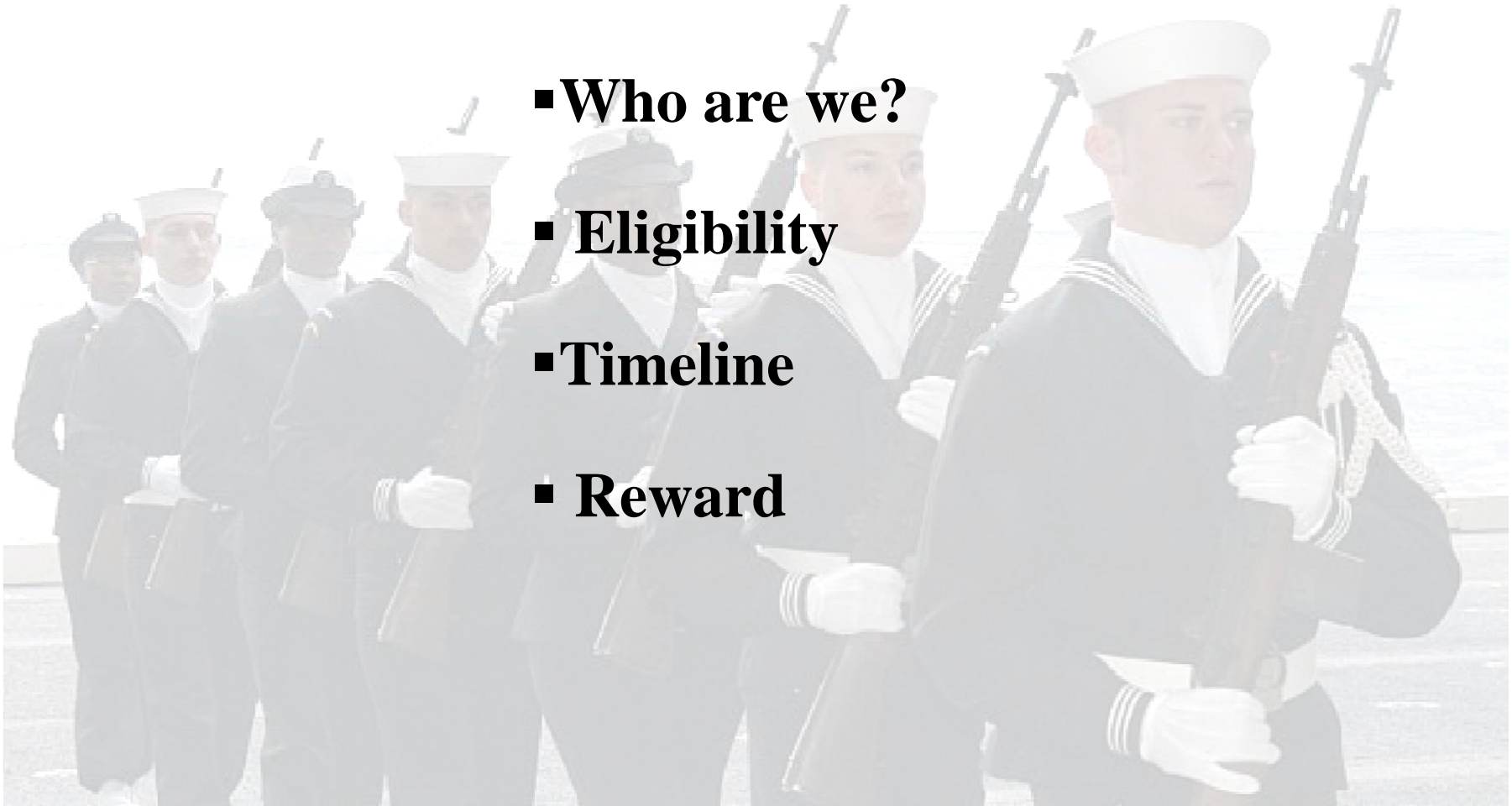
Is this program for you?

- **Do you like the technical aspects of your job?**
 - Are you the “go to” leader that has the answers?
- **Do you like taking charge?**
 - Do you want to do so on a broader scale?
- **Do you want the authority to make a difference?**
 - And the associated increase of responsibility?
- **Do you thrive on challenging assignments?**
 - And want to apply your highly honed technical skills with less restrictions?
- **Do you want more certainty in your career**
- **More for you and your family... FOREVER**



Topics

- **Who are we?**
- **Eligibility**
- **Timeline**
- **Reward**





Program Overview

The Limited Duty Officer and Chief Warrant Officer Programs provide our Navy with experienced technical specialists and managers who have extensive expertise and authority to direct the most difficult and exacting technical operations at sea and ashore.

The differences in the formal definitions of LDOs and CWOs are subtle, focusing on the degree of authority and responsibility.



LDO Program

- **For Sailors who enjoy leading Sailors in their technical field and want less restrictions in calling the shots**
- **Commissioning path for outstanding leaders that may be lacking a degree**
- **Leaders with strong technical backgrounds**
- **Ultimately want to be the OIC, XO or CO**
- **Major Command the pinnacle goal**
- **Increased leadership opportunity for CWOs**



LDO Eligibility

- U.S. citizen
- No age restriction
- High School Diploma or equivalent
- Serving as a MCPO, SCPO, CPO or PO1
- At least 8, but not more than 15 years of active naval service prior to 1 Oct of FY for which applying (decreasing to 14 years in FY 15)
(**READ ANNOUNCING NAVADMIN UPON RELEASE FOR FY-14 WAIVER POLICIES**)
- Meet physical standards.
- No court martial or civilian conviction for other than minor offenses or NJP for 3 years prior to 1 Oct of year applying
- PO1s must complete all eligibility requirements for E-7 (except TIR and Leadership Training Continuum) and must achieve selection board eligibility in the annual CPO advancement
- Recommended by CO

OPNAVINST 1420.1B and this years NAVADMIN



CWO Program

- **For leaders in the Chief's mess that enjoy:**
 - Teaching Sailors the technical aspects of their field
 - Being the one with the technical answers
- **Commissioning path for outstanding leaders that may be lacking a degree**
- **Possess extensive technical training, experience and leadership**
- **Serve primarily as division officers and officers in charge**
- **Chiefs / Senior Chiefs promote to CWO2.**
- **Master Chiefs to CWO3.**



CWO Eligibility

- Same requirements for LDO except:
 - CPO-select minimum
 - Complete at least 13 but not more than 22 years of active duty prior to 1 Oct of FY for which applying.
(We are recommending not less than 14 years and not more than 20 years by FY-16)

**READ ANNOUNCING NAVADMIN UPON
RELEASE FOR FY-14 WAIVER POLICIES**



LDO/CWO Preparation

- **Sooner the better – even as an E4!**
 - **Make your seniors aware of your goals**
 - **Be the leader (LPO/LCPO/CMC)**
 - **Develop a strong resume with diversity of jobs**
 - **Sea duty, overseas, and shore tours**
 - **Warfare qualification**
 - **Detailer, Recruiter, Instructor, RTC**
 - **Get involved: Career Counselor, Training PO, CAT**
 - **Community involvement**
 - **College degree**

WE ARE HIRING MULTI TASK TECHNICAL LEADERS

– WHAT DOES YOUR RESUME REFLECT?



3 Critical Elements

- **Interview Appraisal Boards** - (endorsement by the community)
 - Find LDOs / CWOs in the designator you are applying for
 - Minimum of 3 required (can have up to 5)
 - Appraisal sheets belong to the CO not the applicant
- **CO's Endorsement** - (acknowledges your performance)
 - Unconstrained; provide a well written draft to your CO
 - CO can highlight your victories and precept language
 - CO can explain and address past negatives if needed
- **Personal Statements** - (your opportunity to speak directly to the board)
 - Explain why this program personally appeals to you
 - Should be genuine and heartfelt
 - DO NOT provide the definition of an LDO/CWO



Final Preparations

- Follow guidance in *OPNAVINST 1420.1B* and *this years NAVADMIN*
- Use the sample format (npc.navy.mil/boards/administrative/ldocwo)
- Have your application reviewed by at least one LDO/CWO in the designator you are applying for
- You are responsible for your portion of the application - but not your CO's endorsement
- Applications postmarked not later 1 October
- Additional information postmarked not later than 1 December



Application Timeline

- **Apr: Submit Special Request Chit to CO to participate**
(Nuclear Qualified Applicants must submit a 1306/7–refer to NAVADMIN 099/12)
- **May: Submit your application package to Admin**
- **Jun: Interviewer's Appraisal Board**
- **Jul: CO's endorsement prepared**
- **1 Oct: Package deadline**
- **Early Jan: Board convenes**
- **Feb/Mar: Results announced by NAVADMIN**



Is it worth the effort?

Only you can answer this question!

- **Impact your Sailors QOL**
- **Authority to make a difference**
- **Orders negotiation**
- **Serve longer (up to 38 years or more!)**
- **Quality of life – you and your family**
- **Promotion**
- **Pay - Retirement Pay is forever!**



LDO Promotion Opportunity FY13



• **CAPT 22 YRS TCS 40% Opportunity**



• **CDR 16 YRS TCS 60% Opportunity**



• **LCDR 10 YRS TCS 80% Opportunity**



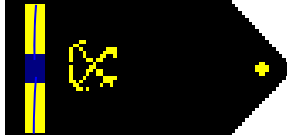
• **LT 4 YRS TCS Fully Qualified**



• **LTJG 2 YRS TCS Fully Qualified**

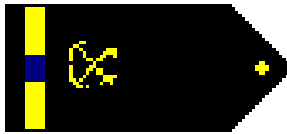


CWO Promotion Opportunity FY13



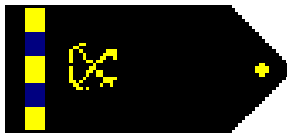
• CWO5 12 YRS TCS

40%
Opportunity



• CWO4 7 YRS TCS

80%
Opportunity



• CWO3 3 YRS TCS

Fully Qualified



“\$how me the Money” FOREVER

- **MCPO**

- **30 years of Service**

- **Retired Pay**

- **4,894 / month**

- **58,734 / year**

- **CWO5**

- **30 years of Service**

- **Retired Pay**

- **5,667 / month**

- ***6,444 / month**

- **68,000 / year**

- ***77,000 /year**

- **Captain**

- **38 years of Service**

- **Retired Pay**

- **9,674 / month**

- **116,088 / year**

- **http://militarypay.defense.gov/retirement/calc/02_highthree.html**

- ***Proposed move to carry CWO5 to 33 years of service (FY13)**

- **Calculated on 2012 Pay Scale and “High Three”**



Contact Information

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